Rates & Limits 2024 - 2025

Compensation Limits (From 6 April 2024 to 5 April 2025)		
Limit on a week's pay (max.)	£700	
Statutory redundancy / Unfair dismissal basic award (max.)	£21,000	
Unfair dismissal compensatory award (max.)	Lower of £115,115 or 52 weeks' gross pay	
Failure to reinstate or re-engage: 26 to 52 weeks' pay	£18,200 - £36,400	
Breach of Contract (where claimed in the Employment Tribunal) (max.)	£25,000	
Failure to give Statement of Employment Particulars	£1,400 - £2,800	
Refusal of right to be accompanied (max.)	£1,400	
Failure to inform or consult over collective redundancy (max.)	90 days' gross pay	
Failure to inform or consult over a TUPE transfer (max.)	13 weeks' gross pay	
Breach of Flexible Working Regulations (max.)	£5,600	
Refusal of employment on union membership grounds (max.)	£115,115	

Failing to follow the ACAS Code of Practice on Discipline and Grievance can result in an uplift in compensation of up to 25%.

National Minimum Wage and National Living Wage		
Age band	Rate from 1 April 2024	
21 and over	£11.44	
18 to 20	£8.60	
Under 18	£6.40	
Apprentice	£6.40	

Payments for Time off Work (From 6 April 2024 to 5 April 2025)

Statutory Maternity Pay (Prescribed Rate)	£184.03 per week
Statutory Paternity Pay (Prescribed Rate)	£184.03 per week
Statutory Adoption Pay (Prescribed Rate)	£184.03 per week
Shared Parental Pay (Prescribed Rate)	£184.03 per week
Statutory Parental Bereavement Pay	£184.03 per week
Statutory Sick Pay	£116.75 per week

Limitation Periods

Right	Qualifying Period	Time Limit for Complaint
Unfair or constructive dismissal	2 years	3 months less one day from the effective date of termination
Written reasons for dismissal	2 years	3 months less one day from the effective date of termination
Wrongful dismissal	None	3 months less one day from the effective date of termination
Discrimination	None	3 months less one day from the date the act occurs
Sex equality clause	None	6 months less one day from date of termination
Maternity equality clause	None	6 months less one day from date of termination
Statutory redundancy payment	2 years	6 months less one day from the "relevant date"

The Employment Tribunal may extend the time limit if it is just and equitable (in discrimination cases), or if it was not reasonably practicable for the Claimant to bring the claim in time.

Rates correct as at April 2023.

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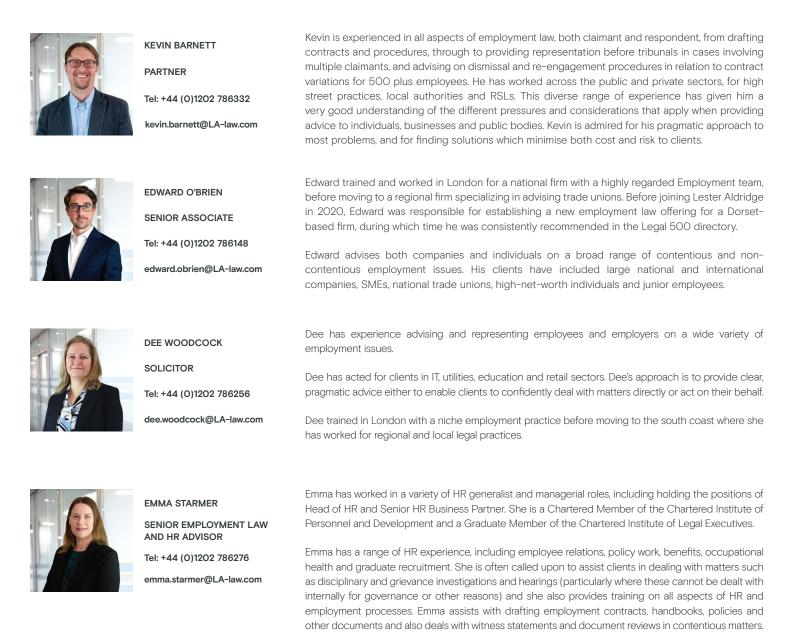


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Our dedicated Employment team can help you with:

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- Dismissals
- Employment contracts and service agreements
- Restrictive covenants, confidentiality and intellectual property
- Employment status
- Restructuring, reorganisation and redundancy
- Mergers, acquisitions, insourcing and outsourcing (TUPE)
- Changing terms and conditions of employment

- Employment tribunal claims
- Discrimination and equal pay issues
- Whistleblowing
- Settlement agreements and pre-termination discussions
- Retainer service and 'TLC' insurance
- Data Protection (GDPR and subject access requests)
- Disciplinary and grievance investigations
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